



STATE OF NEW JERSEY

DEPARTMENT OF HUMAN SERVICES (DHS)

COMMISSION FOR THE BLIND & VISUALLY IMPAIRED (CBVI)

STATE REHABILITATION COUNCIL (SRC)

MEETING MINUTES

JUNE 9, 2023 - HYBRID MEETING

130 LIVINGSTON AVE | NEW BRUNSWICK, NJ 08901

Voting Members Present: Donald Campbell, Vito DeSantis, Alice Eaddy, Clarke King, John O'Connell, Kathleen Spata, Lauren Weishaar, Wanda Williford

Members Awaiting Appointment Present: James Good, Sioban Leahy, Steven McCoy, Gwen Orlowski, Amanda Philp

Absent: Ida Behreini, John Tkacz, Ronda Williams

Ex Officio Present: Dr. Bernice Davis, Katie Donnellon, Pat McKenna

CBVI Staff: Joy Atin-Shark, Angel Rivera

Members of Public Present: Haley Carney, Elisa Cohen, AnneMarie Cook, Kathy Ferejohn, Dominick Hill, Tanya Onsongo, Janna Sheiman

Due to the public health concern of poor air quality this meeting was held virtually via Zoom.

Vito DeSantis, SRC Chairperson, welcomed everyone, calling the meeting to order at 9:30 a.m. Vito announced that the meeting was being held in compliance with Section 105 of the Federal Rehabilitation Act 1973 as amended; and in compliance with the New Jersey Open Public Meeting Act, NJSA 10:4-6.

Vito reminded members of the public that they are welcome to be at the meeting, to take notes, and if they have questions they can send those via email to Charles Pat McKenna {Charles.McKenna@dhs.nj.gov} for a response. A reminder was made for those participating to announce themselves prior to speaking and to keep themselves muted until speaking.

Approval of Meeting Minutes

The minutes of the February 3, 2023 meeting were acknowledged as received and reviewed. A motion to accept the minutes was made by Alice Eaddy and seconded by Wanda Williford. All were in favor, none opposed. These minutes will be put into the permanent record of the SRC.

Next Meeting Date:

October 6, 2023 (hybrid)

New Business

2024 SRC Meeting Dates

Proposed meeting dates for 2024 were presented as follows:

- **February 2, June 7, October 4, December 6**
- February 9, June 14, October 11, December 13 {rain dates }

A motion to approve these 2024 SRC meeting dates and corresponding rain dates was made by Donald Campbell and seconded by Katie Donnellon. All were in favor, none opposed.

Upcoming SRC Vacancies and Nominations

Vito asked for an update on the pending nominations, if any additional appointments were received. There were none. Dr. Bernice Davis acknowledged checking in with the Governor's Office regarding these appointments but there were no updates, and many appointments are pending across the state. Through the SRC discussion a recommendation was made for individual members to contact their legislators to let them know of the lengthy delay to their appointments, since it is understood that each member awaiting appointment is not a voting member of the SRC.

Subcommittees:

Vito transitioned into the discussion of SRC subcommittees and introduced the topic of having the standing committees of the SRC written into the bylaws. The added language was then read to the SRC, however, because it was not put within the context of the bylaws and perhaps some proposed adjusted language was not included, Vito made a recommendation to postpone the vote of adding this language into the bylaws and suggested the agency form a draft of the bylaws with this updated language noted as proposed changes, which would then be emailed to the members for review.

A review of the purpose and requirements of the core committees were discussed.

- **Policy and Procedures – Chaired by Ida Behreini**

- The SRC’s role is not to promulgate regulations but to look at any regulations that the agency might have to ensure that those regulations are not creating barriers for consumers to receive services and achieve their goals.
- It is important for the SRC to accomplish this through this committee and bring to CBVI’s attention any that might be creating barriers.

- **Comprehensive State Needs Assessment (CSNA) – Chaired by Vito DeSantis**

- Needs to go on every 3 years. It is due this year, at the end of June 2023.
- University of Wisconsin – Madison (UW) has accepted the request to perform the survey for the CSNA and put together the data.
- Vito made request for an update on the current status of this.
 - Pat McKenna provided the following status updates:
 1. The agency is proceeding with UW upon review of multiple bids.
 2. An extension was submitted to provide the agency with more time to get the data and analyze it, in order to put together a CSNA report.
 3. The Scope of Work has been completed.
 4. The agency is getting the next steps organized in regards to the focus groups and their implementation.
 5. The questions for the focus groups have been completed.
 6. The survey already exists but needs to be placed onto the online platform that will be used for the focus groups.
 7. The expectation is that by the next meeting on October 6, this CSNA survey would have been completed.

- **SRC Annual Report Committee – Chaired by Katie Donnellon**

- This is a requirement of law for the SRC to have input into the annual report.
- Vito made request for an update on this report.
 - Pat McKenna provided the following updates:
 1. Success stories will be a feature as it has been for the past few years. A good number of those success stories has been submitted.
 2. It has always been valued by the agency when the SRC provides assistance with looking over the success stories, helping to decide

which stories will be included in the report and also polishing the written success story.

3. In previous years it was noted that the success stories received do not always represent the full spectrum of the population the agency serves, the services provided, or the geographical regions covered.
4. This is important as the agency would like to be sure that the 8-12 stories that are featured are representative of various regions and services provided.
5. The SRC Annual Report Committee plays a key role in assisting with these decisions and this work and Pat would like to work with this committee starting this summer in July.

- Katie Donnellon and Wanda Williford volunteered to assist with this work.

- **Business Engagement Committee – Chaired by John O’Connell**

- Requirement under the Workforce Innovation and Opportunity Act (WIOA) that the agency start to engage in business.
- Both John and Steven had volunteered to be on the committee to work with the agency to reach out to businesses.
 - John O’Connell provided a few brief updates.
 1. John opened by informing the SRC that he would like to know if there were any other members who would like to be on this committee.
 2. John has a lead on a company in Cherry Hill, NJ that has done a lot with employing the blind, specifically veterans.
 3. He would like the entire SRC to visit the company and shake hands with them and help them to see what blind people are capable of. The goal is to create opportunities for blind people.
 4. In playing blind hockey, John helps to look for businesses to sponsor their team. From this, he developed the idea of visiting businesses and helping them to see that a blind person can perform the work they do.
- Vito commented that these were good ideas and echoed the sentiments of another SRC member who entered similar comments in the chat box.
 - Vito then recommended that his first step should be to meet with the Business Enterprise persons at the agency.
 - Vito then inquired about the Business engagement personnel at the agency.

1. Joy Atin-Shark relayed that Jay Mills is the Business Relations Unit (BRU) Supervisor with two Business Relations Specialists, Brianna Murray and Andrea Askie-Rosario. Brianna is also responsible for working with internship and job shadowing opportunities for the agency's Pre- Employment Transition Services (Pre-ETS) students.
 2. Vito proposed to John O'Connell to arrange a meeting between the Business Engagement Committee, Vito, and the BRU.
 - James Goode, with Business Enterprise of New Jersey (BENJ) volunteered to be a part of the meeting as well. James noted that he had a chance to speak with John and Jay Mills recently regarding the summer internship opportunities that BENJ is working on, and would be happy to be at this meeting.
 - Pat McKenna will reach out to arrange a day and time for the meeting to take place via zoom.
- **Walk in Suggestion:** Consider making the name of the Business Engagement Committee and the Business Relations Unit at CBVI the same.

SRC Training:

The following members confirmed completion of the SRC Training:

1. Lauren Weishaar
2. Amanda Philp
3. Donald Campbell

Vito then explained that it has been his focus, when coming on as Chair of the SRC, to help the SRC do its regulatory mandate. At times the SRC has gotten off track. Each member has a requirement under the law for their role on the SRC, on what they should be doing and what they should be commenting on regarding the agency. A main purpose of the SRC is to assist the agency in partnership; not just reviewing, commenting on, and looking at the agency with a critical eye, but each member should be able to assist the agency in partnership, through their respective roles, ultimately to serve the consumer.

Vito's feeling prior to his coming on as the SRC Chair is that the agency needs the assistance and the SRC may not have been doing so in the past, that is, really concentrating on what they are supposed to be doing. This SRC Training course is important. It is the responsibility of the agency to provide the training, and it has been provided. SRC Members are encouraged to take the training. An option given previously was for the SRC to use a whole meeting to take and

discuss the training, however this was not favored by the majority, opting to take it on their own time. Any member who has not yet taken it is encouraged to please take the training soon.

Pat then reminded the SRC to send a confirmation to him once the training has been completed.

Old Business:

Review SRC Goals and Priorities

The SRC Goals were previously voted on and sent out to SRC Members. This discussion will be postponed to the next SRC Meeting. In preparation for the discussion, the current goals will be sent to all SRC Members.

Dr. Bernice Davis – Executive Director’s Report

Dr. Davis began with items of national importance. The Rehabilitation Services Administration (RSA) in recognition of a national shortage of interpreters have funded several programs across the United States, but only within specific states partnering with various Universities to offer Specialization Certificates to existing interpreters in areas like Medical, Scientific, and Tactile interpretation. Also, the RSA has partnered with other organizations offering programs to the communities for anyone interested in learning ASL. New Jersey is not included in these.

The National Council of State Agencies for the Blind (NCSAB) has been working very diligently regarding some Military Bases who have not been honoring the Randolph Sheppard priority, by not honoring the contracts or not prioritizing the bidding process for Randolph Sheppard program managers. A recent meeting was held with Military leadership and they recommitted in writing, to honoring the priority for entrepreneurs who are blind and in the Randolph Sheppard program and that a point of justification will be required if the priority is not honored. The National Federation of the Blind (NFB) and NCSAB have worked together on this for a couple of years.

There are several states across the country who are looking to RSA for increased funding for Independent Living Older Blind (ILOB) monies. NJ is not one of those states, as we are receiving about \$900,000 in grant money. Other states are not receiving as much and are looking for more funding because of the needs of their population.

The agency has asked the State for increased Braille Book funding and Teachers of the Visually Impaired (TVI) and Orientation and Mobility (O&M) Specialists recruitment funding. This has passed both the Assembly and Senate, and is awaiting Governor’s signature.

The agency has asked for the Low Vision authority to be extended so that CBVI can temporarily offer increased fees to Low Vision Doctors who work with CBVI across the state. This was not included in the budget as CBVI was advised that the wording was not approved.

The agency received notice that the telework pilot program has been extended for the state for the next fiscal year. Telework has been working well for CBVI. CBVI staff has 1 or 2 days of telework depending on if they are office based or itinerant staff.

CBVI is doing well regarding WOIA and Data Analysis. RSA has had a large interest in data analysis, and the staff has been doing a great job with compliance, eligibility determinations, and servicing the consumer; and if eligible, helping them to set goals.

The agency's Corrective Action Plan (CAP) is close to complete. For some items that are not yet completed, RSA is aware that these are out of CBVI's control and are being worked on at the State level.

Dr. Davis then opened for questions:

- Vito inquired if these incomplete items out of CBVI's control include the pending appointments to the SRC.
 - Dr. Davis explained that those are not included in these items that are part of RSA's CAP to the agency, but that the RSA is aware of this challenge that CBVI is having regarding receiving the Governor's appointments to the SRC.

Pat McKenna, Assistant Division Director - Vocational Rehabilitation (VR) Update:

Joseph Kohn Training Center (JKTC) Updates:

JKTC Program currently has 10 residents and the independent apartment is getting a lot of interest and being utilized well. JKTC continues to proceed with 3 different models for the program.

1. Residential Model – residential students will stay overnight at the center for the program.
2. Commuter Model – student will arrive in the morning and return home in the evening.
3. Virtual Model – allows consumers who may need this option to attend virtually.

JKTC is preparing for the LIFE101 program coming up for this summer, which will be in person for those who are 14 and 15 years old, and will last for 2 weeks.

Business Enterprise of New Jersey (BENJ) Updates:

CBVI continues to examine ways to recruit new licensed managers for the program by partnering with transition programs such as the EDGE program, and building opportunities to cultivate interest, increase awareness, etc. There are 6 internships that will be filled with BENJ for high school and college students. This opportunity is for 4 weeks during July and August.

The agency is exploring opportunities for BENJ to expand its number of and type of locations outside of the Government space, for example colleges – specifically Community Colleges.

Some challenges of the BENJ program center around:

1. How do we make the program attractive to new Licensed Managers?
 - a. Forming relationships with our partners who run programs for our high school and college students is a good avenue to attract interest.
2. The locations.
 - a. The snack bars, the cafeterias, the vending machines all tend to be in Government buildings, State and Federal.
 - i. Telework has increased and these buildings are not staffed 5 days a week.
 - ii. The licensed managers are now facing 20-40% reduction in business traffic.
 - b. So there is a need to look for BENJ opportunities in other buildings, Community Colleges as an example, so that the Licensed Managers can be successful.

Business Relations Unit (BRU) Updates:

BRU functions under VR with a staff of 3, operating statewide and are looking for opportunities to do business engagement, attempting to connect the agency's consumers and the business sector. BRU may run a recruitment event, or an internship fair in order to do that.

Currently BRU is developing a curriculum for The Job Club, which would be an opportunity for referred CBVI consumers to get together on a monthly basis to discuss their own experiences, to share advice, wisdom, and best practices about getting employed and succeeding in the work place; sharing stories and experiences with others who would be experiencing the same.

Regarding the meeting between the BRU and the Business Engagement Committee, Pat confirmed that he was able to send the email to Jay Mills, BRU Supervisor, and John O'Connell as discussed earlier at this meeting. Pat confirmed that he will also be reaching out to Wanda Williford and Katie Donnellon regarding the Annual Report so they can begin to move forward with the tasks for the end of the year.

Pat then opened up for questions:

- Vito inquired if Pat has any of the performance numbers to share with the SRC.
 - Pat did not have them presently with him but will be able to do a follow up.
- Vito then made recommendation that not only should the performance measures be sent to the SRC but also the meaning of the performance measures.
- Dr. Davis provided a reminder to the SRC that CBVI has a new Quality Assurance Coordinator (QAC), Nikki Tabron, who works with Dr. Michelle Whitmore the previous QAC, and asked Pat to help make the introduction of Nikki Tabron.

- Clarke King, Quality Assurance Committee Chairperson, was asked if he had the opportunity to meet Nikki, he responded that he has not.
- Clarke inquired with Pat regarding the number of students at the JKTC, whether 10 is the max number, a fixed number, or is that the amount of students choosing to join the program.
 - Pat responded that 10 is not the max number, it can go higher, and currently these are the numbers based on the referrals that came in.
 - Since Clarke himself went through the program at JKTC, he remembers many more students in his class and was inquiring if the number was being limited as a result of COVID pre-cautions remaining in place.
 - Pat confirmed that this is not the case, the program at JKTC has made the transition through the COVID protocols, and he is expecting higher program numbers for the next SRC meeting in the fall.

Joy Atin-Shark, Statewide Transition Unit Supervisor - Transition Program Update

EDGE – Employment, Development, Guidance, and Engagement Program

This is a year round transition program run by Arc of Ocean County. The program has been divided into two: EDGE 1 and EDGE 2.

- EDGE 1: for high school students; current enrollment of 65
- EDGE 2: for college students; current enrollment of 19

Summer Programs for Transition Services

Summer programs are now going back in person for the first time in 3 years.

STEPS {Successful Transition Experiences Preparing Students} - For individuals with additional disabilities beyond blindness and visual impairment. The focus is on providing work experience as well as additional functional education that is needed for the consumer. For this year, 11 students have been accepted into this summer program. Students not accepted was due to a lack of medical paperwork which is essential for admittance. STEPS is for high school students and they must be a junior or a senior to attend.

SUCCESS {Students Understanding College and Career expectations for Excellence in School and Society} - For this year, 14 students have been accepted into this program. These are for students who are looking to go to college as their next step. They must be 16 years of age or older.

CREATE {Career Research Exploration and Awareness for Transition to Employment} - This is a new program that started for this year. It is a Career Exploration program and designed for individuals who may be unsure if college is the best step for them and who are figuring out what career path could be best for their interests, abilities, capabilities, and skills. For this year, 6 students have been accepted into the program out of 9. Those not accepted was due to medical paperwork. CREATE is for high school students and they must be a junior or a senior to attend.

CREATE and SUCCESS will work together on program aspects centered on career exploration.

LIFE101 - Currently has 12 applicants. The last 2 or 3 applicants are being reviewed for eligibility, again based on the medical paperwork. This program will be for 2 weeks, and students will be at the JKTC on Monday and Thursday.

Joy then opened for questions:

- Vito inquired if members of the SRC could witness some of the programs in action.
 - Joy responded that The College of New Jersey (TCNJ) still has restrictions regarding visits from guests. If a person is not affiliated or has a consumer affiliated with the program and is not participating specifically in the program, then TCNJ is not allowing them to come onto the campus. However, TCNJ does film some of the program. There is a recording made from 2019 and a link can be provided.
 - Perhaps BENJ could be brought to the CREATE program to participate.
- Wanda inquired if there was information on the CBVI website regarding the CREATE and SUCCESS programs for her to share when individuals and parents inquire with her.
 - Joy stated that this information is not yet on the website, but there is a transition handbook that she can provide. This handbook also needs to be updated as this is the first summer for the newly branded STEPS, CREATE, and SUCCESS programs.

Subcommittee Reports

Comprehensive Statewide Needs Assessment {CSNA} - Vito DeSantis, Chair

Vito acknowledged that the deadline is ticking towards needing the survey completed.

Business Engagement - John O'Connell, Chair

John O'Connell is looking forward to the meeting that will be setup with the BRU.

Policy & Procedure - Ida Behreini, Chair

Ida was absent from the meeting. Vito acknowledged that not much activity has been happening on this committee and the SRC may need to address this.

Quality Assurance - Clarke King, Chair

Clarke King noted there was nothing more to report, that the agency has been in compliance and that a discussion with the new QAC person at the agency would be needed to see what other metrics can be viewed regarding Quality Assurance that is not on the RSA requirements.

- Vito asked the SRC if anyone would like to join the Quality Assurance Committee. None volunteered immediately. The SRC was encouraged to consider this opportunity.

SRC Annual Report - Katie Donnellon, Chair

Nothing additional to report beyond what was previously mentioned. Pat will be reaching out to Katie and Wanda on next steps and working on the success stories.

Member Updates:

Membership Appointment Status

- New Nominees Pending Appointment – awaiting notification of approval.
 - Gwen Orlowski (DRNJ – CAP)
 - Steven McCoy (Business & Industry)
 - James Good (Business & Industry)
 - Sioban Leahy (CRP Representative)
 - Jeanne McMahon (Parent Trainer and Information)
 - Amanda Philp (State Education Agency)

- Nominees Requiring Reappointments
 - Donald Campbell – State Independent Living Council (exp. March 2023)
 - Ronda Williams { now Banks } – Business & Industry (exp. March 2023)
 - Vito DeSantis – Individuals with Significant Disabilities (exp. June 2023)
 - Alice Eaddy – Current or Former VR Consumer (exp. December 2022)
- Seats Requiring Nominations
 - State Workforce Development Board Representative (pending from SETC)

Announcements

Members are reminded that updates / announcements are to be emailed so as to be included in the meeting minutes. Please email to Bryan McClain at bryan.mcclain@dhs.nj.gov prior to, or immediately following each SRC meeting.

The following decisions were made during the announcements portion of the meeting:

Gwen Orłowski

- A follow up on a previous discussion on the SRC adding a Committee on Diversity, Equity, and Inclusion (DEI), Accessibility, and Belonging – with a focus on bylaws, nominations to the SRC, how the SRC thinks of itself and its priorities related to the agency, and reflecting a better emphasis on unserved and underserved communities.
 - Vito acknowledged that this was mentioned at the last meeting and has done research on this. Vito is not sure how much advancement can be made without guidelines from DHS and RSA. He then asked Dr. Davis for what she learned.
 - Dr. Davis confirmed that DHS is looking into DEI items for the Department and they inquired about the SRC’s thinking regarding DEI and VR because there are existing legal requirements that the SRC must reflect blind, visually impaired, and deafblind individuals. So the question centers on how DEI would work in conjunction with the composition that is required.

Decision: Vito and Gwen will have a conversation about their ideas for a DEI committee.

- Made request to share a CAP report with the SRC and 15min on October agenda.

Decision: Report will be sent to Vito and included in the minutes. Agenda point noted.

The following SRC Member Announcements were received:

Ronda Banks, NJ Transit - Access Link

- Access Link has partnered with Uber & Lyft – These private service providers have been successfully partnering with organizations nationwide.
 - This service provides optimal ride experience and minimizes onboard time and delays due to lack of Operators.
 - NJ Transit will continue to monitor all trips.
 - Additional information is available on the websites.
- Replicant – This AI tool helps us to leverage technology to benefit our customers.
 - The customer calls in, they go to the IVR System which has a few options or features to help the caller.
 - If the IVR system cannot help the caller, the call is sent to a live agent to handle.
- Upcoming Policy Changes and Announcements
 - No Show Policy has been updated.
 - Letters started going out this week to customers with the new policy. There will be an information session in a few weeks. Details will be sent out to all customers.
 - Maps are upgrading, including bus routes and schedules.
 - Customer Forums:
 - Taking place this summer in North, Central, and South Jersey for an AM and PM session in each region.
 - Will be the first one since 2019 and will be both virtual and in person.

Gwen Orłowski, Disability Rights of NJ – CBVI CAP Update

Disability Rights New Jersey (DRNJ) opened 16 new cases under the Client Assistance Program (CAP) during the period of February 1, 2023 to May 31, 2023. During that time 6 cases were ultimately completed, and there were 24 CAP cases open at the end of the period. During this time period the main focus of the cases were on eligibility for services and the provision of services through the State Vocational Rehabilitation (VR) agencies. The CAP team worked with state counselors to ensure client's access to services and employment benefits, including placement and funding for educational programs to meet their individual needs. As an example, DRNJ assisted a client of the CAP program in working with the Division of Vocational Rehabilitation Services (DVRS) to generate an Individual Plan for Employment (IPE) that

provided for reimbursement for transportation costs and funding for his career objective of becoming a lifeguard. The client originally had an IPE that was developed with the career objective of “production worker,” and through the advocacy and negotiation of the CAP team, this was corrected, and an appropriate IPE was developed for the client.

With regards to policy advocacy, DRNJ continued to build and foster a collaborative relationship with the state VR agencies aimed towards improving the outcomes for all individuals with disabilities who seek the services of DVRS and CBVI with dreams to prepare for, obtain, and maintain employment on an equal playing field with those without disabilities. DRNJ is pleased to report that in part due to its advocacy efforts, DVRS will be modifying its tuition sponsorship for the 2023-2024 school year onwards to bring it in line with the Flagship school of the state of New Jersey, Rutgers University. These efforts are continuing and there will be an additional report at the next SRC meeting.

DRNJ and the CAP team have held a series of outreach and training seminars during the first five months of the year. These have included presenting training on rights to VR services and transition services with the NJ Center on Tourette Syndrome (NJCTS), providing information for students ages 14-21 to their rights to transition services and Pre-Employment Transition Services (Pre-ETS). The CAP team has also presented on the rights to transition services with the Learning Disabilities Association of New Jersey (LDANJ) and appeared to provide information and resources at educational information fairs and transition services fairs throughout the state. The CAP team presented a three-part webinar series helping to educate individuals on their rights to VR services, how to apply for VR services for both DVRS and CBVI, as well as how to request tuition funding on an IPE if it is appropriate for their career objective. This webinar series was recorded and is available for viewing on the DRNJ website along with the PowerPoint presentation that was used in the webinars.

DRNJ began a new goal-setting cycle in the fiscal year starting October 1, 2022 through September 30, 2023. In preparation for the development of those new goals and objectives, DRNJ distributed surveys and conducted focus groups of people with disabilities, their families, professionals, health care and service providers and others about the needs of people with disabilities and the barriers to addressing those needs. The data collected was shared with our advisory groups and staff for development into goals and objectives and approved by the DRNJ Governing Board at its December 2022 meeting. These have streamlined the goals and objectives for the work that DRNJ engages in and sets forth the level of representation and intervention strategy that the organization will be using. We are providing copies of the updated priorities for you all via email, so you have them available.

The goals and objectives for the 2023 fiscal year for the CAP are as follows:

Goal 2: Ensure that people with disabilities, particularly individuals and communities experiencing multiple forms of discrimination, can access equitable services, supports, and necessary resources needed to live and thrive in the community.

- Ensure equitable access to VR services for VR applicants and clients by providing legal representation emphasizing IPE development, informed choice, and access to appeal rights.
- Increase awareness of VR services, VR client rights, and the Client Assistance Program (CAP) through outreach and education about CAP to VR constituencies, with a focus in the Black and LatinX communities, including VR clients and prospective VR clients, VR agencies and staff, and other stakeholders.
- Advocate equitable access to options for, and increase access to, competitive, integrated employment with a focus on VR clients who have complex medical, physical, behavioral health needs, and those experiencing multiple forms of discriminations consistent with NJ's Employment First strategy.
- Ensure access to pre-ETS and transition services, emphasizing Individual Education Plan (IEP) and Individual Plan for Employment (IPE) development, informed choice, financial support for college and graduate school, and access to appeal rights to ensure equitable access to transition and VR services by providing legal assistance to students and youth between the ages of 14-22, especially youth with disabilities who experience multiple forms of discrimination (i.e., youth in Resource Family Care, Black and Latinx youth).

Goal 3: Eliminate policies and practices that discriminate against people with disabilities, with an emphasis on limiting unnecessary guardianship for people with disabilities.

- Promote the right to reasonable accommodations in the workplace for employees with disabilities by providing information and referral and short-term legal advice.

Adjournment

John O'Connell made a motion to adjourn the meeting. Katie Donnellon seconded the motion. All were in favor. The meeting was adjourned at 12:13pm.

The next SRC meeting is scheduled for October 6, 2023.

Respectfully Submitted,

Bryan McClain

Bryan McClain

Executive Secretarial Assistant